



Office of Human Capital
Management

CAREER OPPORTUNITY

BRANCH MANAGER GS-0340-14

ANNOUNCEMENT NO.: 04D-1013-DAC

OPENING DATE: 8/30/2004

CLOSING DATE: 09/03/2004

Applications must be received by 5 pm MST on the closing date

POSITION: Branch Manager, GS-0340-14
(Full Performance Level is GS-14)

SALARY: \$82,438 – \$107,170 per annum (includes 10.90% locality pay)

LOCATION: Spokane Branch Office, Office of the Branch Manager (Spokane, WA)

AREA OF CONSIDERATION: All Recruiting Sources

Competitive Status is not required

US Citizenship is required

This position is a permanent position with a full-time work schedule

Relocation Expenses are NOT authorized

This position is designated as regular funded

DUTIES

Serves as Branch Manager in the Spokane Branch Office. Directs, shares and assists the District Director in all phases of the Branch Office operating program. Acts with the full authority of the District Director and is delegated the same authority as the District Director as set forth by federal regulations. Represents the District Director, speaks and commits the branch to course of action in meetings and negotiations with other Federal agencies, state and local officials, leaders of civic and private organizations which includes working with the press, local radio and television stations. Publicizes SBA programs of assistance to small business concerns through the Branch office area. The Branch Manager assists the District Director in administering the operations of district advisory councils and the Service Corps of Retired Executives in the Branch Office area. Supervises employees assigned to the Branch Office and assists the District Director in internal administrative functions which include personnel, budget, work measurement, and manpower utilization.

QUALIFICATION REQUIREMENTS

The following is an excerpt from the OPM Qualification Standards Handbook for General Schedule Positions. These standards are available in most Personnel Offices for review. Applicants must have one year of specialized experience which is in or directly related to the line of work of the position to be filled and which has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position; such as demonstrated experience as a line supervisor or team/group leader of a program or operation where the program/operation was broad in scope having several distinct functional areas, impacting on external organizations.

If you are a current Federal employee applying for consideration under SBA's Merit Promotion and Placement Plan, you must meet the qualifications and time-in-grade requirement by the closing date of the vacancy announcement.

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, VRA, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

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QUALITY RANKING FACTORS (QRFs)

Using information provided within your application/resume, the Office of Human Capital Management (OHCM) will determine if you meet qualification requirements. If you are found to be qualified, responses to the following QRF's will be used to **rank** your experience. The ranking process is used to distinguish the "best qualified" applicants from "qualified" applicants. To receive full credit when addressing QRFs, applicants should submit a narrative description of their experience, education, training, etc, relative to each QRF. Be specific and limit responses to no more than one page per factor. Each factor **must** be addressed individually and separate from your application/resume. Failure to address the following QRFs may result in not receiving full consideration for the position. Please provide information in the following order:

1. Ability to direct, coordinate and manage a program or divisional operation engaged in the delivery of services.
2. Knowledge of the full range of business management methods, practices and techniques (to include financial management, procurement/purchasing, marketing, organization/management, etc).
3. Skill in meeting, dealing, negotiating or maintaining effective working relationships with diverse individuals or groups.
4. Ability to supervise.

OTHER INFORMATION:

Applicants having applied under 04D-742-DAC must Re-Apply.

SBA is an Equal Employment Opportunity Employer.

If selected, you will be required to provide documents proving that you are eligible to work in the United States.

If you are a male born after December 31, 1959, you must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.

Satisfactory completion of a background investigation is required for issuance of a security clearance

An employee selected from a competitive register must serve a one-year probationary period and may be terminated because of work performance or conduct during this period or for failing to demonstrate fitness or qualifications for continued employment (5 CFR 315.804).

Your application contains information subject to the Privacy Act (P.L. 93-579, 5 U.S.C. 55A). The information is used to determine qualifications or employment, and is authorized under Title 5 of the United States Code Sections 3302 and 3361.

HOW TO APPLY:

Individuals who are current career or career-conditional employees in the Federal service or are eligible for reinstatement to the Federal service (check <http://www.usajobs.opm.gov/faqs.asp> to see if you are eligible) have competitive status and may be considered under both competitive examining and SBA's Merit Promotion and Placement Plan. (A copy of an SF-50 reflecting competitive status **must** be submitted with your application/resume in order to be considered as a status employee.)

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, VRA, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

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Status applicants who wish to be considered under both procedures **must** submit two complete applications. When only one application is received from a status applicant, it will be considered under SBA's Merit Promotion and Placement Plan only.

Individuals who are eligible for noncompetitive consideration under a special appointing authority (e.g., 30 percent compensable veterans, severely disabled persons, persons eligible under the Veterans Recruitment Appointment (VRA) may apply. Applicants who wish to be considered under a special appointing authority as well as under the competitive examining procedures must submit two complete applications. When only one application is received from a noncompetitive eligible, it will be considered under the special appointing authority only. More information on special appointing authorities is available at <http://www.opm.gov/veterans/index.asp> (Veterans); http://www.opm.gov/disability/appempl_3-11.asp (Disability); <http://www.opm.gov/employ/luevano.htm#Outstanding> (Outstanding Scholar Program).

Veteran preference eligibles and veterans honorably separated from the armed forces after substantially completing 3 years or more of continuous service may apply. You must indicate on your application or resume that you are eligible under the Veterans Employment Opportunity Act (VEOA), as amended, and include proof of your veteran's preference or military service.

Individuals who do not have competitive status and who are not eligible under a special appointing authority will be considered under competitive examining procedures only. Status employees who do not submit documentation to reflect competitive status, will be considered under competitive examining procedures only.

Veteran preference only applies to applications applying under competitive examining procedures. You must attach a copy of your DD-214 to your application in order to receive veterans' preference. Information about veteran preference is available at <http://www.opm.gov/veterans/index.asp>.

The time-in-grade requirement only applies to current Federal employees applying under SBA's Merit Promotion and Placement Plan.

You may use any written format you choose to apply for this position. However, your application or resume must provide your **Social Security Number** as well as all of the items listed in Optional Form (OF) 612, Optional Application for Federal Employment (available at <http://www.opm.gov/forms/html/of.asp>). Only your application or resume will be used to determine if you meet the minimum qualifications for the job and the grade level(s) for which you are qualified. If your application or resume does not include the required information, you will lose consideration for the job. You should also submit:

- Supplemental statement that provides examples of your experience which address the Quality Ranking Factors (QRFs) used in the ranking process. The supplemental statements must address all the QRFs described above. **The factors must be addressed individually and may not exceed one page per QRF.** If the supplemental statement exceeds one page per QRF, only the first page of each factor will be considered in the evaluation process.
- If you are a current Federal employee, your most recent annual performance appraisal.
- If you are a current or former Federal employee, your most recent SF 50, Notification of Personnel Action reflecting your highest competitive grade held and status.
- If you claim 5-point veteran preference, submit your DD Form 214, Certificate of Release or Discharge from Active Duty.
- If you claim 10-point veteran preference, submit a SF 15, Application for 10-Point Veteran Preference and the proof as required by that form. The SF 15 is available at <http://www.opm.gov/forms/index.htm>.

If you are applying for special selection priority under SBA's Career Transition Assistance Plan (CTAP) (open to surplus SBA employees only) or the Interagency Career Transition Assistance Program (ICTAP) (see <http://www.opm.gov/ctap/> for eligibility requirements), you must submit one of the following as proof of your eligibility: reduction-in-force (RIF) separation notice; Notification of Personnel Action (SF 50) showing separation by RIF or removal for declining a directed reassignment or transfer of function outside the local commuting area;

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, VRA, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

certificate of expected separation or other notice that you are a surplus employee or eligible for discontinued service retirement; notice from a Federal agency that your injury compensation has been or is being terminated and that it cannot place you; notice from the Office of Personnel Management terminating your disability annuity; or notice from the military or National Guard that you retired under 5 USC 8337(h) or 8456.

If you are eligible for special selection priority based on RIF, declining a directed reassignment or transfer of function outside the commuting area, retiring on the effective date of a RIF or retiring under the discontinued service retirement option, you must also submit a copy of the Notification of Personnel Action (SF 50) which shows the promotion potential of the career or career-conditional position from which you have been or will be separated and a copy of your last performance rating of record.

If you are applying for special selection under the Federal Employment Priority Consideration Program for Displaced Employees in the District of Columbia Department of Corrections or Interagency Career Transition Assistance for Displaced Panama Canal Zone Employees, you must submit a copy of your RIF separation notice.

To be found well-qualified for special selection priority by the Small Business Administration, you must meet the minimum qualification requirements for the position, including any selective factors, and receive at least two-thirds of the total possible points for the Quality Ranking Factors.

All applications must be **received** in the Office of Human Capital Management by 5 pm MST on the closing date of this announcement. Only material requested by the announcement will be used to rate your application. Your application will NOT be returned to you. Application packages should be delivered to:

U.S. Small Business Administration
Attn: Don Cooper, 04D-1013-DAC
Office of Human Capital Management
Personnel Services Division
721 19th Street, Suite 392
Denver, CO 80202

Applications will be accepted from faxes. Applications may be faxed to the attention of Mr. Cooper at 202-481-6167 (please call him at 303-844-7794 to confirm receipt). Applications may be forwarded as attachments to e-mails and sent to the SBA HR mailbox at denverhrjobapplications@sba.gov. Please do not attempt to transmit elaborate forms or complex fonts. Documents in "Word" attached to your e-mail will be most easily retrieved in our office. Please include the vacancy announcement number in the subject line of your e-mail. Please indicate in your e-mail whether additional documents (e.g., performance appraisal and SF 50) will be faxed.

EVALUATION CRITERIA

If you meet the minimum qualification requirements, you will be evaluated on:

Quality Ranking Factors (all applicants)

Training completed in the last 5 years (for Merit Promotion only)

Awards received in the last 3 years (for Merit Promotion only)

Your most recent annual performance rating of record (for Merit Promotion only)

Veteran preference (for Competitive Examining only)

WHERE TO GET ADDITIONAL INFORMATION

The Optional Application for Federal Employment (OF 612) is available at <http://www.opm.gov/forms/html/of.asp>. The SBA provides reasonable accommodation to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process, please notify the person named above. Determinations on requests for reasonable accommodation will be made on a case-by-case basis. Hearing impaired individuals who need assistance may call the Federal Information Relay Service at 1-800-877-8339.

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, VRA, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

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